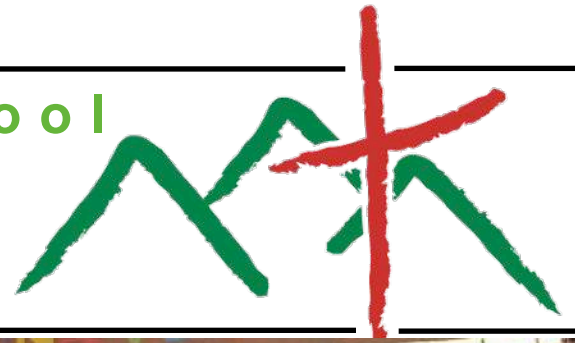

Doulos Discovery School

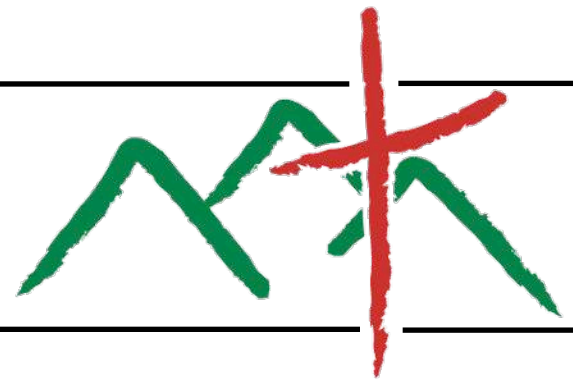


2 0 1 3 A n n u a l R e p o r t

Educating and equipping servant
leaders through Christian
discipleship and Expeditionary
Learning to impact the Dominican
Republic



krista wallace, executive director



Growing Pains

10 Year Celebration. In October, we celebrated our 10 year anniversary as a school and ministry. Local board members, graduates, and current students shared how the Lord has impacted their lives through the Doulos Discovery School. As I look back on the last 10 years, I am reminded of the hundreds of miracles the Lord has performed year after year to sustain us and grow us. I am grateful for the more than 1000 financial supporters of this ministry. I am grateful for the outstanding staff we have on our team. I am grateful for our faithful partners in the United States: churches, schools, and universities. I am grateful for our leadership teams both in the US and in Jarabacoa. I am thankful for the Lord's moving in our families, our students, our graduates, and our staff. Our mission is to educate and equip servant leaders. I see that taking place all over our campus and, through our graduates and work teams, around the world!

New Generation of Leadership.

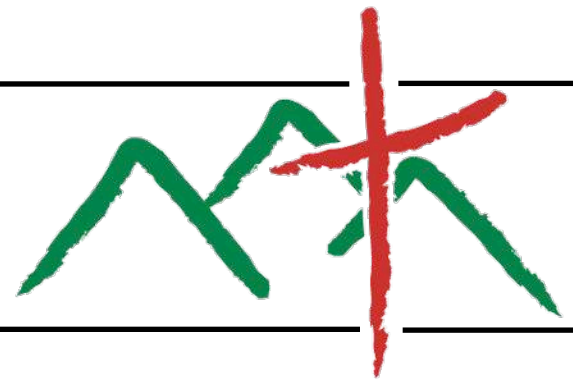
As we look forward to the next decade for Doulos, we are in a season of growth and change. Two of our biggest growth points this year have been our new elementary classroom building and our search for new leadership for both the school and the ministry. In 2011, I requested our board of directors to begin searching for an Executive Director to replace me and to separate the duties of Executive Director from School Director. For the last 12 months, our US board of directors has been recruiting and interviewing candidates for the Executive Director position. This May, we will be hiring a new Executive Director and next school year, we will be hiring a new School Director. This process has brought our staff and leadership greater clarity towards defining who we are as a school and what we desire to accomplish. I will continue to support and encourage Doulos even as I step down from direct leadership.

New Classroom Building.

In May 2012, we tore down our dilapidated preschool building and, in less than 9 weeks, had 4 new classrooms for our preschool through first grade classes. These bright, clean, and ample classrooms are an ideal instructional space for our youngest students. 100% of the funding for this building came from gifts from the United States. Colorado Designs, a construction company owned by local school board member Chad Wallace, was contracted to build Phase I of the classrooms. They built it pro bono as a gift for the school. Brian Comer was the architect for this building. He spent over a year working with Chad Wallace on designing this green building. Sadly, Brian passed away in February and was never able to see this building in person. We would like to honor Brian's gift to Doulos in the near future.

Two of our biggest growth points this year have been for our new elementary classroom building and our search for new leadership both for the school and for the ministry.

tim scarborough, managing director



State of the Union

Staff Retention. In 2003 it was fine to allow our North American (N.A.) staff members to come down for a year or two but as the organization has changed and grown the need for longer commitments from our N.A. staff has also grown. So now, ten years later, we are beginning to require a 3-year minimum from all N.A. staff. This will help our school's longevity and ensure a smoother transition as we change leadership next year.

We have also moved completely away from a credential-based stipend for our N.A. staff. Instead, all N.A. staff receive a flat-rate stipend based on their initial commitment. Here are their options:

- 3 years - \$200 per month starting their second year
- 4 years - \$300 per month starting their second year
- 5 years - \$300 per month starting their first year

What's Next? My hope is that over the next couple years we can bolster these stipend options to place a higher incentive on longer N.A. commitments. If we were to add other incentives like international health care coverage or professional development, it would make the 4 and 5 year commitments more attractive.

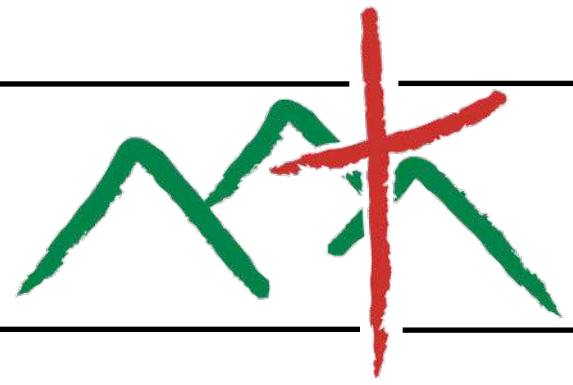
Student Influx. The other local Christian, English-Immersion school in town (JCS) has been experiencing some hardship over the past two years. They have had a very rough time with staff attrition lately — they have had a nearly 80% staff turnover each year for the past 2 or 3 years. This constant instability has created a leadership void amongst their administration and their long-time parents and constituents are beginning to lose hope in their validity as an educational institution. In a sense, these problems have created a 'mass exodus' in terms of their student attrition.

While we would never seek to gain from the demise of another ministry in town, the problems at JCS have created significantly higher interest and demand for Doulos (particularly our younger grades). We have already experienced an influx of new families and we expect there to be even more by August.

The Challenge? Our challenge over the next few years will be to cope with this increase in demand while still maintaining the same intimate class size and quality of education that we are known for. One of the ways we have already started to address this tension for the 2013-14 school-year is by having strict enforcement on inscription deadlines. This spring we allowed approximately 6 weeks of closed registration for current parents and then opened it up to anyone who wanted to register on a first-come, first-serve basis. Families can guarantee their spots (as space allows) by paying 50% of their inscription fee. Obviously, accommodations are made for our sponsorship families in order to maintain a sponsorship population of 50% of our total student body.

As we look ahead to a year of transition, we are charged with ushering Doulos into the next phase with consistency and clarity while staying true to our mission and vision for the organization.

tim scarborough, managing director



State of the Union

Facilities. The highlight of our facilities report this year is the completion of the Brian Comer Building. We have chosen to name this building after the architect and friend of Doulos who designed it. He passed away March 17, 2013 after battling cancer. We are currently adding the finishing touches to the bottom floor and it will be completely operational by August. This building will serve 160 students from Pre-Kinder through 5th Grade.

In January 2012, Doulos Discovery Ministries (DDM) began its first major capital campaign to construct a new school building containing eight new, thoughtfully designed classrooms on the Doulos Discovery School campus. The response to the capital campaign was tremendous and by May 2012, \$140,000 had been committed to the project. The DDM board drafted a contract for the construction of the first four classrooms and the framing for the next four classrooms to be performed by Colorado Designs, a Jarabacoa-based construction company. Work began on May 31st 2012 and by the beginning of the 2012-2013 school year, the first four classrooms were ready for their first classes, Pre-K3 to 1st Grade. This work was performed at a cost of \$163,000 per the contract signed by DDM and Chad Wallace, for Colorado Designs.

-Joe Byker, Finance Director

The Need? Our new building has increased our standards for what an acceptable, state-of-the-art, highly-engaging learning environment should look like. The new classrooms are more than double the size of our old ones. So as we go forward we need to have plans to bring the older classrooms up to the same standard as the new building. Also, we need a long-term Site Superintendent with education and experience in the area of facilities oversight to manage our site maintenance and development.

Moving Forward. As we look ahead to a year of transition, we are charged with ushering Doulos into the next phase with consistency and clarity while staying true to our mission and vision for the organization. To this end, there has been a heavy emphasis this year on defining and documenting the “non-negotiables” of Doulos. This effort is an extension of our mission and it helps explain the why and how behind what we do as a ministry. We are essentially creating a framework or metric by which everything is measured and guided.

Personally, I look forward to knowing exactly what my role will be for the coming year. I am keenly aware of the needs of the organization and I am excited for the opportunity to carry them out next year.

As we look ahead to a year of transition, we are charged with ushering Doulos into the next phase with consistency and clarity while staying true to our mission and vision for the organization.

Discipleship

patrick pace, discipleship director



Staying on Course

In our staff retreats and staff devotions this school year, we've been focusing on the theme Keeping Our Vision on God. Even in a Christian ministry, with all of our daily responsibilities that keep us busy, it's easy to lose focus and begin to look first at the tasks before us instead of looking first to our God who gives us strength and grace to live and work each day. So we are consistently and purposefully turning our eyes back to Him, reminding ourselves that we primarily rely on Him for everything we do.

Pre-K students have class devotions with their teachers daily. Students from K-12 have devotions with teachers four days a week and participate in a graded Bible Class once a week. In their Bible classes, students are studying the following themes:

- K-2: He Established a Testimony - A study of the testimony God established for Himself in the Old Testament.
- 3-5: To Be Like Jesus - A study about what Christian life is all about: following Jesus and becoming more like Him.
- 6-8: Fight the Good Fight - A study related to persevering in our faith in God through the ups and downs of life.
- 9-10 Fall: The Case for Faith - A book study focusing on Christian apologetics, teaching why Christian belief is intellectually justified.
- 9-10 Spring: The Good and Beautiful God - A book study focusing on becoming apprentices/disciples of Jesus. Taught by Jerry Cabot.
- 11-12: Foundations of Apologetics - An apologetics course created by Ravi Zacharias International Ministries that sets out a compelling intellectual defense of the Christian faith.



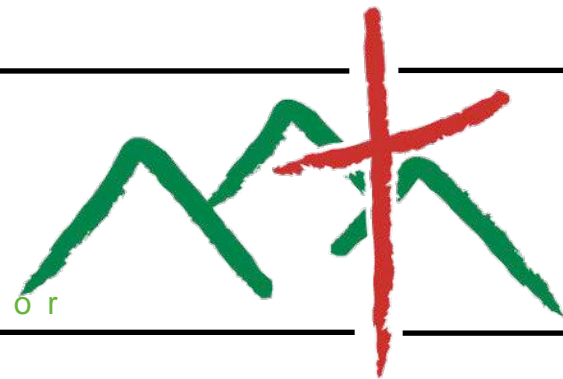
We have two staff retreats each year, one in August and one in May. Late in the spring semester, high school students participate in a retreat which includes worship, teaching, small groups, team-building games, and free time. It is a celebration of another school year completed.

Outside of school, many of our staff are involved in extracurricular discipleship of our students:

- One-on-one mentoring
 - Student small groups
 - Student Bible studies
 - Church youth group or Sunday school
 - YoungLife
 - WyldLife
-

Discipleship

patrick pace, discipleship director



Deepening Faith

Discipleship Goals 2013-14

Next school year, we are planning to form a Discipleship Team made up of 5+ staff members who have worked at Doulos for three or more years. These team members will need to 1) be involved in at least one of the forms of discipling/mentoring listed above, and 2) participate in a 1-hour training on Discipleship with the new staff in January 2014. New staff will also be encouraged to become actively involved in one of the forms of extracurricular discipleship mentioned above by the spring semester of 2014.

Also, beginning fall semester, high school students will have Bible Class twice a week, in order to better comply with ACSI's Bible requirements, and the annual High School Retreat will be moved to August or September, so that we can shift the focus to setting a vision for the year, shaping high school culture (What does it mean to be high school students at Doulos?) and helping any new students become better integrated with their classmates. Lastly, we are also seeking to provide teachers with more structure and give them more resources to use when teaching devotions to the students.

Biblical Integration

During the fall semester of the 2012-2013 school year, I met with each new teacher to give them a brief overview on Biblical Integration:

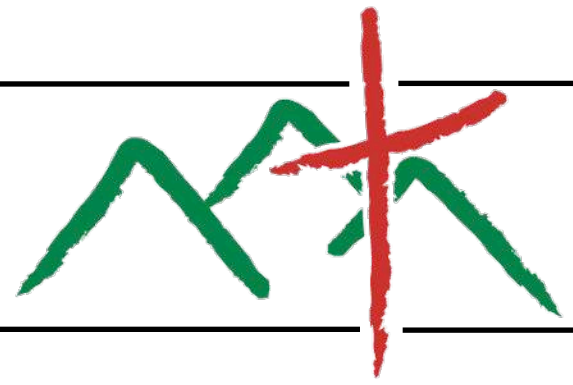
- What does it mean?: In a nutshell, Biblical Integration means that we as educators think deeply from a Christian perspective so that we can teach our students how to think from that perspective.
- Why is it important?: We want our students to have a solid Christian worldview from which they view the world around them, so that they don't just buy into everything thrown at them from the surrounding culture, and so they have a clear idea of how to step into that culture thinking and living differently.
- How do we go about it?: I gave them brief descriptions of two models of Biblical Integration--the model I used when I taught history, and the model used by Deborah Bagley at www.biblicalintegration.com.

On April 10, we had a professional development day devoted to Biblical Integration, in which we focused on the same three areas. The first hour consisted of a review and an introduction, during the second hour, four different teachers showed examples of Biblical Integration from their classes, and during the final hour, administrators answered administrative questions from a Christian perspective while teachers sought to improve the Biblical Integration of different units or lessons.

Biblical Integration Goals 2013-14. As improving Biblical Integration is one of the top priorities given to us by ACSI after the accreditation process, we are working hard to improve Biblical Integration over the next two years. Next year, we will create a Biblical Integration Team made up of 4 staff members who have worked at Doulos for 3+ years. They will be responsible for helping me coordinate and/or lead a full day of Biblical Integration professional development in the spring of 2014. I will meet with new staff to give them a 1-hour overview of Biblical Integration this August (very similar to the introduction I gave to new staff this year), and they will attend the professional development organized by the Biblical Integration Team in the spring.

E d u c a t i o n

danae lemoine, instructional coach



Improving Instruction

This year at Doulos we have seen a high turnover of staff (including myself as the instructional coach) and have been working hard to preserve the climate and culture of our school amidst the change. For incoming teachers there is much to learn, including a new language, culture, school dynamic and curriculum. In attempt to ease the transition of new staff and ensure the growth of our existing staff, we have worked this year to better document and preserve all the work that each teacher has done. As we enter our second decade as a school, our goal is to refine curriculum and improve teacher practice so as to increase student achievement.

Expeditionary Learning. Each semester, our students were engaged in a 6-10 week science or social studies-based investigative study. (See [Expedition Report for this year's learning expeditions and products](#)). Our teachers worked hard to revamp the structure of expeditions, allowing for students to take greater ownership throughout the learning process. Teachers began planning in January for second semester expeditions, working towards incorporating all parts of an expedition in a sequential manner that culminates in deep student knowledge and meaningful reflection.

This year was particularly powerful as expeditions were tied to local current events. Fifth grade learned that “everyone has a story” and spent time with Haitian immigrants, helping them write personal narratives about their immigration journey. Eighth grade fought against the rerouting of our city’s largest river as they studied freshwater systems, while second grade launched an entirely new expedition on community. They interviewed local community members regarding a dangerous intersection near campus and finished their expedition by presenting the problem and proposed solution to the mayor!

As the new instructional coach, I was able to attend an Expeditionary Learning Conference in Tempe, Arizona for school leaders and instructional coaches. I have begun sharing my new knowledge with fellow administration and hope to launch a new system of Professional Development in the 2013-2014 school year that is student-focused, data driven and supported through multiple school structures.

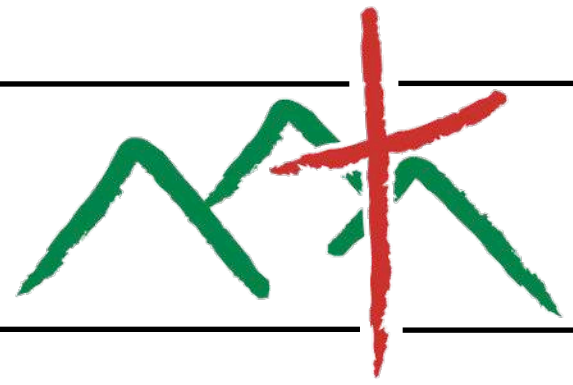


Student Outcomes. This was our sixth year with standardized testing. We administered the Terra Nova tests to grades 3-12. This is our second year using the Terra Nova, which allows us to compare ourselves to other ACSI accredited institutions as well as our previous year’s performance. Students felt well prepared and seemed excited to show off all they have learned. This year we also decided to include the seniors in standardized testing. Their results will prove helpful as we assess how successful we are in educating college-ready graduates.

Based on the results of this year’s Terra Nova, which are due to arrive at the end of May, administration will create a 2013-2014 Work Plan for Doulos. This Work Plan will focus on two academic areas and one culture/conditions component, establishing clear goals for student achievement, measures of success, and ways to support teachers as they work towards meeting the goals.

Education

danae lemoine, instructional coach



Strengthening Teachers

Accountability. Teachers attend monthly professional development workshops, focusing on specific topics, ranging from English as a Second Language (ESL) teaching strategies to biblical integration to different lesson plan models. Additionally, teachers met on a weekly basis with grade level teams and myself as the instructional coach. The meetings typically were a blend of collaboration in expedition planning, organizing resources, logistical coordination, best practices, and prayer for students. We spent several months finding the balance between professional development and time to connect regarding school logistics and discipline. In the end, we agreed that focused work time with colleagues and myself was most beneficial.

As one coach serving over 25 teachers, I struggled to find time to meet with everyone. Based on the advice of Steven Levy, I began 4-6 week coaching cycles with teachers. We worked intensively together for the duration of the cycle on a goal of their choosing. We began by video recording a class and answering specific questions regarding strengths and areas for growth. We worked together on developing a selected area and finished the cycle by recording a class to celebrate growth. Coaching included everything from co-planning lessons to teaching demonstrations to classroom observations and resource sharing.

In working closely with teachers, I was made more aware of our need for school wide academic goals and structures of support to help us accomplish them. Teachers provide engaging content and relevant lessons, but are still developing in their unit planning skills and instruction strategies for second language learners.

Teachers. This year our staff has shown an incredible amount of effort and energy in planning their day-to-day lessons. They are refining resources from previous years and using it to push students towards excellence. They have successfully recorded a detailed plan for each of the semester's expeditions along with thorough plans for our annual Outdoor Education week. Our veteran teachers have stepped forward as leaders in many areas. While some have co-led PD workshops and served as mentors for new staff, others have been a part of founding committees such as the Language Committee, and producing Doulos's first ever play!

Steven Levy visited in the Fall for three days of staff development that included model lessons, observation, and debrief sessions for each team. During this time our staff was observing several different lesson plan models. The hope was that this would provide lessons more strongly aligned to learning targets.

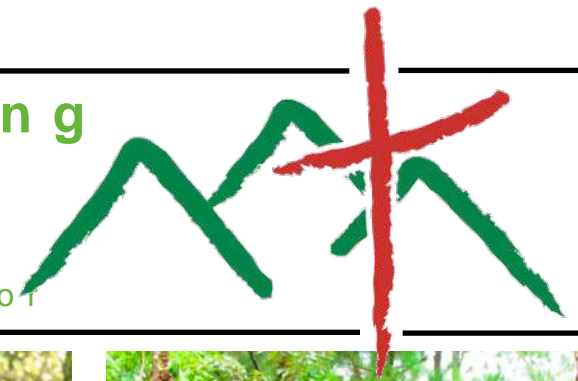
As a staff, we frequently comment that we wish we could have received this quality of education in our upbringing. Our students are being attended to physically, spiritually, academically, emotionally, and socially. There is no question in our community and among our parents, (both Dominican and otherwise), that Doulos is providing an unrivaled, complete educational experience.

Throughout a year of significant transition, I believe our staff has continually asked compelling questions and fought to stay true to our mission and vision as a school. We have seen leaders emerge from veteran teachers, stronger structures for organization, and the formation of teacher led committees. As we step into our second decade of existence, we are looking forward to continued excellence and growth for ourselves and our students.

As we enter our second decade as a school, our goal is to refine curriculum and improve teacher practice so as to increase student achievement.

Expeditionary Learning

dan lemoine, expeditions coordinator



Motivating Learning

Making the move from the financial services industry as a corporate restructuring professional, to Expedition Coordinator, has been an expedition and adventure in and of itself. I never would have thought that the stresses associated with trail-worn and hungry middle-schoolers would ever compare to the those I experienced working with CEOs & CFOs. It's been a year of learning, and discovering the answer to the question of *"Why Expeditionary Learning"* through the course of articulating it.

Implementation and Changes

This year, along with curriculum and lesson planning templates, **we created and implemented expedition logistics forms.** A place where teachers and the Expedition Coordinator can capture the essential 'knowledge' and logistical information associated with expeditions which can easily be lost when teachers and staff leave Doulos. Given the 'transient-ness' of our community here, these documents will provide a clear and concise view of expedition logistics as teachers and expedition coordinators change in the future. **This has streamlined and brought uniformity to planning expeditions for both teachers and the Expedition Coordinator.**

We've used Google Forms to create an Expedition Night Needs Form that provides our Expedition Coordinator with an itemized list of needed resources for each and every class well before the culminating event of Expedition Night is upon us. **Resources are allocated to teachers promptly and ahead of schedule. Sanity is maintained.**

Implementation and Changes

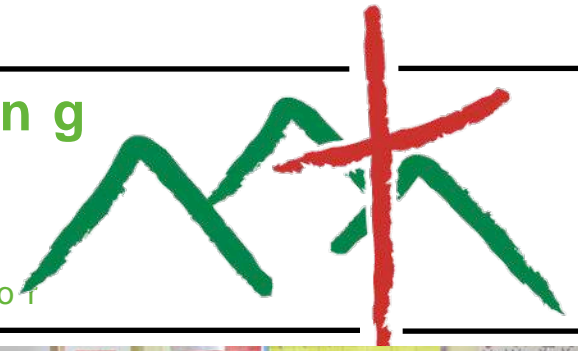
Instead of a flat \$100RD/day expedition fee for all students, **we implemented fees that more accurately reflected actual per-student costs for expeditions.** While scholarship student fees were still subsidized by Doulos and remained at a flat \$100RD/day, the families who could afford to pay the actual cost for their student's participation were asked to do so. Though the difference in fees sparked some discussion between parents and teachers/staff, we were able to clearly articulate that, rather than having Doulos subsidize all students, we choose to only subsidize the expedition cost for those students who could not pay the full price of participation (i.e. scholarship students). *Though our total intake numbers are still coming in, by having these fees more accurately reflect the cost of expeditions (coupled with grade level fundraising), we were able to cover all expedition expenses and were well within budget for expeditions both Fall and Spring semesters.*

Future & Goals

We now have 2+ years of per-student cost data for each expedition. This allows us to accurately forecast the cost of each student's participation, particularly the fieldwork portions of their expeditions. We have been brainstorming ways to incorporate these costs into students' yearly inscription costs in order to remove completely the hassle of assigning and collecting fees from each student and *sometimes* reluctant parents. **We will be petitioning the local board to allow for these fieldwork costs to be reflected in the yearly inscription costs for students in the future.**

Expeditionary Learning

dan lemoine, expeditions coordinator



Analyzing Outcomes

Future & Goals

One change we'd like to make is to have a more tailored **face-to-face approach with teachers regarding expedition planning.** Though the logistics forms work extremely well for top-level logistic details, having regular contact between the teachers and Expedition Coordinator will supplement this information, and create a seamlessness and clarity of everyone's expectations.

We are building an Expedition Resources Packet that will be a "one-stop-shop" for all things fieldwork, service, and experts related to Doulos expeditions. This packet will be an evolving document with detailed maps, contact lists, expedition plans, menu scales, granular cost information, et cetera. This will allow us to collect, maintain, and implement the things that work well, and lessen the learning curve for new teachers and future Expedition Coordinators.

Conclusion

It is more than apparent that the strong academic foundation that was laid in previous years through accreditation and standard-writing is ushering Doulos into a new age of excellence in EL. There is a momentum here that is building, and it is an extremely exciting time to be apart of - for both students and staff. We see the structure and standards aligning with creation and the outdoors to create a streamlined system where our students can experience the world and learn more effectively. Our students are constantly challenged to take learning into their own hands and take supervised and calculated risks, to learn teamwork, overcoming adversity, pushing oneself physically, and simply doing hard things.

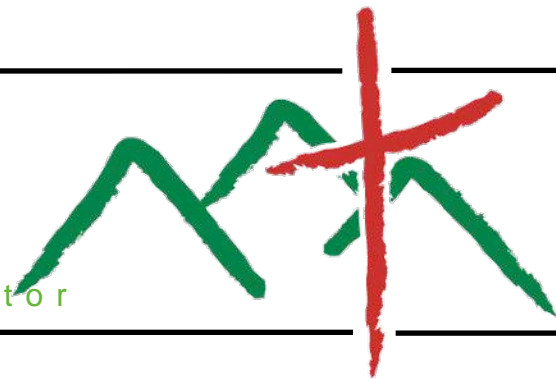
Stay off the beaten path.



Our students are constantly challenged to take learning into their own hands and take supervised and calculated risks, to learn teamwork, overcoming adversity, pushing oneself physically, and simply doing hard things.

Sponsorship

ruth jensen cruz, sponsorship director



Growing Families

Student Sponsorship

This year we celebrate once again being at **100% sponsored** for our current **112 students through the Student Sponsorship** Program. They are sponsored by 162 generous individuals, families and groups. Their 78 families participate in our Families of Commitment program: FADECOM.

This year, due to the generous giving of our sponsors at Christmas time we were able to gift each sponsorship family with a brand new Spanish NVI Bible. Families were so excited and grateful to receive this special gift! We always want to encourage Doulos families to be in the Word together.

Our reduced-price hot lunch program continues to offer 22 of our scholarship students reduced prices on school lunch. These meal scholarships go to those in the most need, whose parents may live far away and are unable to bring their child a lunch.

We are extremely proud of this year's group of seniors. Four out of six of the graduates are scholarship students. They have all applied and been accepted to colleges in the U.S. One has even accepted a soccer scholarship from Jackson Community College! Other colleges our seniors have been accepted to include Tyler Junior College and Blinn in College Station, Texas. They will all be working hard to establish a network of support to be able to make these dreams a reality. Way to go, seniors!

Class Sponsorship

The Class Sponsorship Program initiated in November with the goal of raising the additional \$50 need per scholarship student in the coming years was off to a slow start. Donations of \$25 or \$50/month is the requested giving amount to help us reach our goal of raising \$6,000 per each of our 15 classes per year. We began promotion by contacting all of our church partners and past service learning team members. There was no response. Secondly, we began promoting the new program on Facebook, a tactic that had been very successful for our student sponsorships last school year. This method gleaned us one new class sponsor. In the follow months, we shared our needs with personal donors and all of the service learning teams that came to the DR. The program jumped up to a total of 11 Class Sponsors **leaving us to seek at least 139 more to meet the program's goal**. The personal one-on-one connection still proves to be the most impactful and lasting connection between students and sponsors.

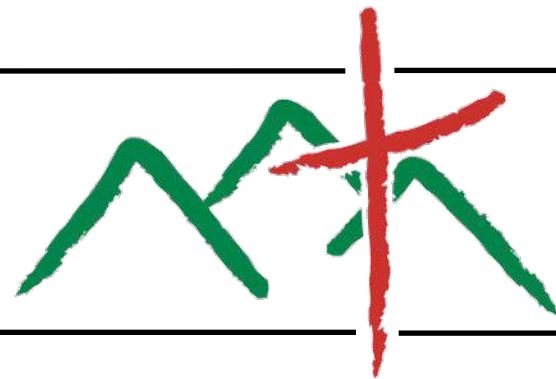
It is our goal in the coming months and next year to continue promoting this program first of all with a visit to the Twin Cities area in Minnesota where about fifty percent of our sponsors reside. Our goal is to generate more and more knowledge and interest in this new program and to connect 30 more people and/or groups with Doulos classes by the end of the school year.

This year, Ruth Jenses Cruz continues to head up the Sponsorship Program and Keren Ramos continues as counselor and director of FADECOM (Committed Families). 112 students are participating in the sponsorship program this school year.

Sponsorship

keren ramos, FADECOM director

Committed Families



In our tenth year, we rejoice in all the blessings of our Father, who have made it possible to reach this day. To God be the glory for all the families who are part of our scholarship program FADECOM.

This year we continued our monthly parent conferences. We have developed the theme "An Esteem for God," giving a biblical approach to the issue of self-esteem and how it can cause children to be easily frustrated, lose focus on their homework, and in the most severe cases, depression.

In another of one our conferences were invited as lecturers Chadley and Krista Wallace, they shared with parents "How ideas can change the world", emphasizing the vision of Doulos. Our next three lectures continued with the theme of "A Biblical Worldview" to have people recognize in their hearts that "we cannot change the world thinking like the world", so we really strive to equip parents so they can intentionally develop a transformative Biblical mindset in their children.

On another note, we have had good response from parents in meeting their hours dedicated to Doulos. We'd like to request special prayers for the Samora Balbuena family, whose father, is in a delicate state of health. We pray for his speedy recovery.

A handful of students started the year under academic contracts. We have worked with them all year, trying to encourage them to complete their homework; it's been really gratifying to see positive responses and results from the majority of these young people.

In regard to new applicants we have accepted nine new Pre-K students for the 2013-2014 school year. On the downside, we regret that we will have one exit due to poor academics. However, this is a noted improvement from last year in which we had seven exits due to behavior and academics. Moving forward, with an eye toward our Savior, we are called to live by Faith and not by Sight, God is faithful, and will finish what he started.

Thank you for your prayers and supplications, thanks for all your good intentions, actions, and donations that have blessed this program.

Service Learning Teams

sandra vasquez, service learning coordinator



Creating New Space

New Classrooms

Doulos' #1 construction goal this school year is to finish 4 basement classrooms in our new elementary building by Summer 2013. In August 2013, 2nd- 5th grade will move into the basement classrooms, and the entire building will be dedicated to our elementary students.

Service Learning.

This was our third year offering SLT format, which focuses more on education, service learning, and leadership. After learning about Education in the Dominican, lack of accountability, and challenges facing local families, teams had specific knowledge to take back home with them.

Partnerships.

Doulos continues to build partnerships with high schools back in the USA. Cuyahoga Valley Christian Academy, The Bear Creek School, and Trinity School all volunteered on campus while learning about Summer Camp, Spanish Institute, and Student Exchange programs for students. It's such a great bilingual experience!



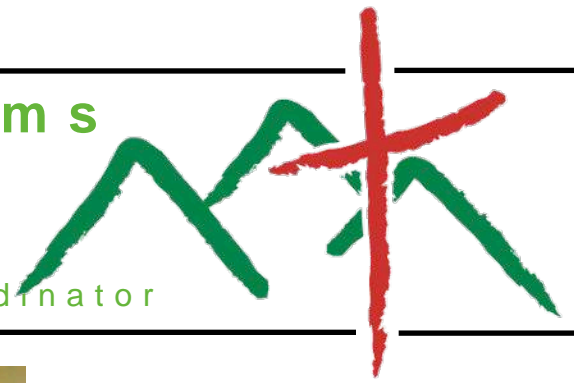
New Elementary classrooms

Teams.

This school year, 7 teams including 75 people from Texas, Minnesota, Ohio, and Washington served on Doulos' campus. In October, the inside walls and floors began. In January, the concrete walkway took shape. In the Spring, teams worked on cement mixing, carpentry, painting, and landscaping. Two teams visited Spirit Mountain to rappel and learn about coffee. The women's team painted an art mural at the Manabao public school & donated 65 library books in Spanish. One team even came to help with Expedition Night in April.

Service Learning Teams

sandra vasquez, service learning coordinator



Expanding Roots

Summer.

In July 2012, Grace Bible Church and Hill Country Bible Church came to lead Summer Camp. Both Texas churches are returning this Summer 2013 to lead Camp Discovery and Summer Day Camp. Doulos' goal is to develop long-term relationships with organizations, so they return faithfully every year. Their goal is to work with local churches and leaders, so students they meet during camp continue to be disciplined throughout the entire school year.

Goals.

We will continue to offer the SLT format since it opens eyes and hearts to the local culture and peaks their curiosity for the entire week. Doulos desires strong partnerships with churches and schools back in the US that can serve, learn, and join us in a mutually beneficial way. We would love to see more teams in the Fall since most visit in the Spring. We desire that every team venture out into the community for at least one day, in addition to visiting Doulos campus. This allows each individual to see how God is working in the city of Jarabacoa, in the hearts of local families, and in their own lives as they serve this community together.

Team Finances.

During the 2012-13 school year, we have hosted seven teams with a total of 137 participants from our Service Learning Teams. These teams brought in **\$25,000** for our classroom **construction** and **\$13,700** that goes towards our **operations** (development fund).

Projects

Grace Bible Church.

College Station, TX.

Ran week one of Camp Discovery at Pico Escondido

First Baptist Church.

Tyler, TX

Studied Education. Worked on the basement classrooms in the new elementary building.

Cuyahoga Valley Christian Academy.

Cleveland, OH

Studied Education. Spent their J-term studying Spanish and working on new classrooms.

Prince of Peace Women.

Burnsville, MN

Studied Education. Worked on landscaping around new classroom building and led leadership seminars.

Prince of Peace Men

Burnsville, MN

Studied Education. Partnered with men from Redeemer Church and focused on construction of new basement classrooms.

Bear Creek School.

Redmond, WA

Studied Education. Studied Spanish and focused on construction in new classrooms.

Mosaic Church.

Stow, OH.

Studied Education. Helped classes prepare for Expedition night. Painted outside HS Language Arts room.

Student Service Projects



Juan David, Service Project Coordinator



Spreading Out



This year, our service projects were merged into our Learning Expeditions. Our students and teachers addressed real problems in the community. They created appropriate and meaningful service opportunities for our students to lay the foundation of a productive and positive experience for everyone involved in these projects.



Projects

Preschool

CEFI preschool: donation of school supplies

Kindergarten

poor neighborhood of Bayacanes

Distributed Agua Pure filters to families without potable water

2nd Grade

City Hall

Petitioned for a stop light to be installed at dangerous intersection near school

3rd Grade

Yaque River

Garbage cleanup at the main river in town with 5th grade.

4th Grade

Doulos campus

Help design walk-way that will be built behind new elementary building that will connect to amphitheater and new bathrooms

5th & 12th Grades

Haitian Batey near coast

Sugar Batey in Caraballo to interview Haitian community, do crafts at Kid's Alive school, serve food, and play games with students.

9th Grade

area preschools

Translating/Creating little kids poetry books to be passed out to pre-schools in town.

10th Grade

New Hope Girls' Academy in La Vega

Translated and served for a day at a new school for very poor girls

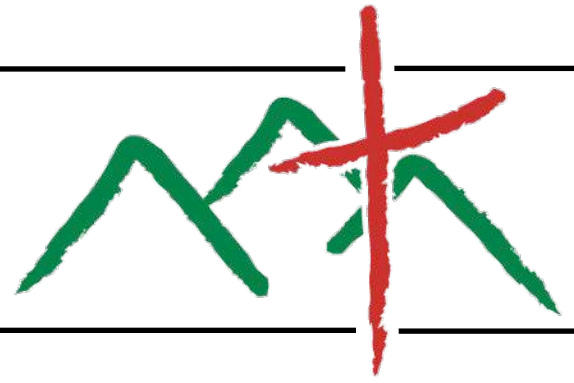
11th Grade

Jarabacoa

Spent 3 days translating at Students International sites and Young Life camp. Several students translated for medical mission team on Haitian frontier.

Finance

joe byker, finance director



Expanding Space

We have much to be thankful for and celebrate this year! First and foremost, the fundraising for and work on our new classroom building (see capital building report on page 3) has been incredible! We have been blessed abundantly by your financial gifts toward improving our classrooms and thus the quality of instruction that our teachers can provide in spaces actually designed to be classrooms!

We continued to build on the momentum we gained last year in the sponsorship program (every child in our program has a matched sponsor) and are in the beginning phases of our class sponsorship program that will enable even greater opportunities for Doulos students, allow for purchases of improved educational materials, and explore ways to further assist our families of limited financial means. Your partnership in providing for the needs of these students is a blessing to each and every family in the program.

Our staff continue to pour themselves into the mission of Doulos, seeking to be a blessing in this community. As such, all North American staff are responsible for raising support to cover their own salaries and expenses associated with their employment with Doulos. This amounts to **fundraising efforts to the tune of \$35,000 a month to cover the personnel costs of our 28 North American staff members.** A huge thank you to all who have supported our wonderful staff this year, we thank God for you!

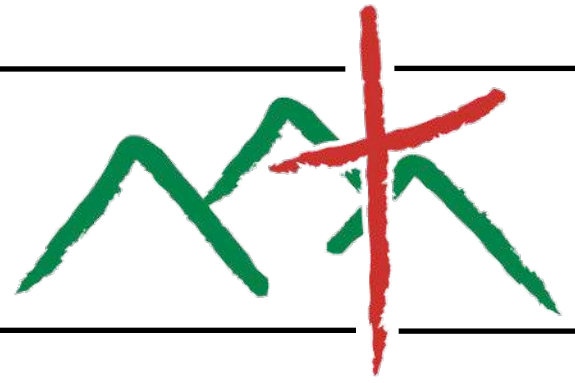
Thanks to the generosity of our church partners, individual supporters, and the continued devotion of our resourceful staff, I can confidently report that Doulos remains in solid financial condition and future prospects for our students, staff, and the organization as a whole are bright!

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Finance

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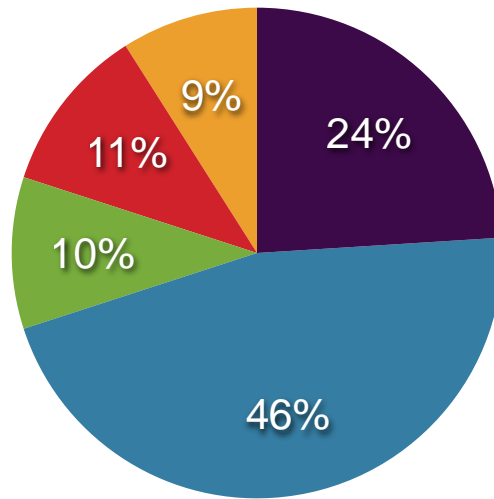


Snapshot

Doulos Discovery Ministries is a recognized US 501(c) Not for Profit and exists to support the work of the Doulos Discovery School.

The charts here represent donations to the school from the ministry as well as income generated from within the school through means such as tuition and registration fees.

DDS Income Sources



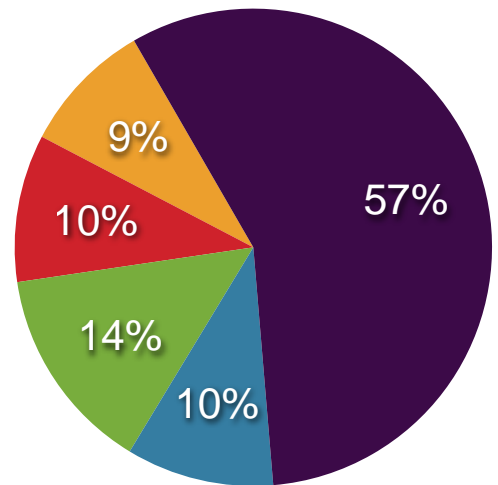
- Sponsorship
- Tuition
- Registration
- Café
- Other

Period of August 2012 to April 2013

DDS Expenses

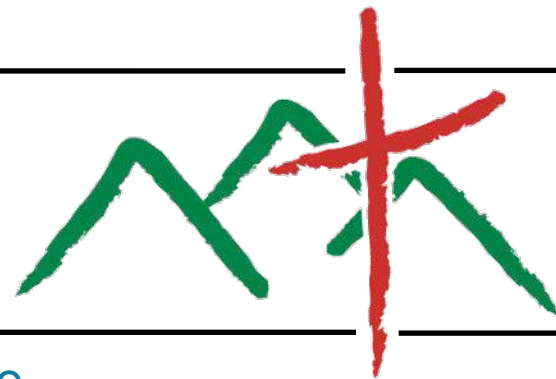
- Personnel
- Administration
- Café
- Rent and Security
- Other

Period of August 2012 to April 2013



College Readiness

curt powell, guidance counselor



Preparing for their Future

By February of this year, 100% of Doulos Seniors were accepted to a college or university in the United States. This is an achievement worth celebrating! It reflects the abundant provision of our God and the hard work our students and staff.

Beyond 100% acceptance rates, our college readiness program aims to cultivate both preparedness for and perspective on college. We want all Doulos students to be in a place where they can choose to continue their education at a university of their choice. But more than that, we want our students to see higher education as a tool to live out their calling. Indeed, Doulos considers itself “calling prep” before it considers itself “college prep.”

These efforts of our college readiness program are guided by four specific questions asked throughout each of our students’ four years of Doulos. They are:

- 9th Grade: What does it take to excel in high school?
- 10th Grade: What are my God-given gifts and passions?
- 11th Grade: What kind of environment will magnify my gifts and passions?
- 12th Grade: How can I transition vibrantly into my new environment?

In return, these questions are actualized in developmentally appropriate programs within each grade level.

Doulos freshman learn what it takes to excel in high school through Study Skills Class and Crew Class. Study Skills equip students with the knowledge and skills to be organized, active learners. Crew class is a weekly enrichment course where students receive individualized accountability on their academic goals and achievement while also working on a class projects surrounding their theme of “excellence in high school.”

Doulos sophomores focus on realizing their God-given gifts and passions through Leadership Class and Crew Class. Crew Class uses assessments and reflections to explore students’ unique personality, talents, traits, aptitudes, and interests. Leadership class seeks to direct students toward using these passions and gifts in humble service to their peers and their community.

Doulos juniors begin to explore where their unique gifts and passions will be used most effectively through College visits, Crew, and College Prep Class. In the fall, 11th Graders visited universities throughout the Dominican Republic as well as a college fair in Santo Domingo put on by universities throughout the United States. Spring Semester, students research three international universities of their choice and present them to the community through their own student-run college fair at Doulos Discovery School. This semester, students begin SAT test preparation through the 11th Grade College Prep Class, they take the SAT in May, and begin their first college application shortly thereafter.

College Readiness

curtis powell, guidance counselor



Doulos seniors culminate their high school experience by transition to a new educational setting through College Prep Class, Crew, and individualized advising. College Prep and Crew Class begin with TOEFL exam preparation in the fall while simultaneously completing at least 3 college applications by December 14. The spring semester is spent on a cumulative project entitled “The Exit Defense.” Here students defend four student learning outcomes they have mastered at Doulos to a panel of local school board members, Doulos administrators, and teachers. In preparation for this defense, each student must synthesize what they have learned at Doulos and how this has equipped them for life beyond our walls. The year ends by celebrating their high school journey at graduation.

Thanks to the hard work of our students, staff, and above all, the grace of God, six of our students will deepen their Doulos education at schools of their choosing. We look forward to supporting these six throughout their next four years, and seeing the impact these servant leaders will have on their communities.



Senior Profiles

Mariana Vandermolen. Mariana was selected to a slew of colleges and universities throughout the United States before finally deciding upon Taylor University in Indiana. Mariana plans to study art or art therapy.

Sarah Dougan. Sarah will be joining Mariana in the midwest at Indiana Wesleyan University in Marion, Indiana.

Luisa Trinidad. Luisa has been accepted to Blinn College in Brenham, TX. Luisa plans on studying nursing, social work, or teaching.

Lisette Pichardo: Lisette has been accepted to Jackson Community College in Jackson, MI. She plans on studying communication and eventually law.

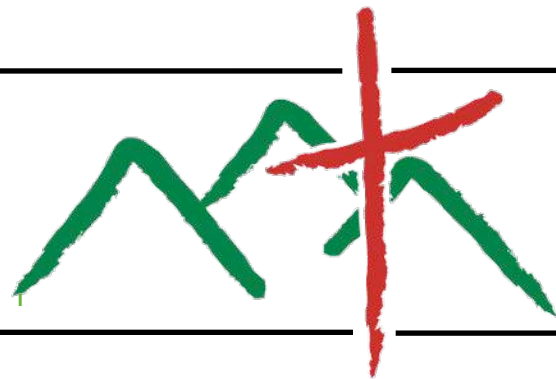
Melissa Murillo: Melissa has been accepted to Tyler Junior College in Tyler, TX. She plans on studying graphic design and will try out for the women’s soccer team.

Daniel Lora: Daniel will be attending Jackson Community College in Jackson, MI. He received a full tuition scholarship to play soccer on their men’s team. He plans on studying computer science and transferring to Spring Arbor University after two years at Jackson.



Summer Programs

krista wallace, executive director



Expanding Influence



Camp Discovery.

Camp Discovery was started in 2011 to expand the influence of Doulos beyond the school campus. In 2012, 65 students from the DR attended the first week of camp! This overnight, English-speaking, adventure outreach camp is geared towards introducing teens to Christ from outside of Jarabacoa. Teens spend 1-3 weeks in 3 different locations. Grace Bible Church youth group from College Station, TX has led the first week of camp at Young Life's Pico Escondido and this year Hill Country Bible Church in Pflugerville, TX will lead weeks 2 and 3 of camp at Spirit Mountain and climbing Pico Duarte.

Day Camp.

Day Camp was started in 2012 to provide employment opportunity to our local staff during the summer months. Day Camp is run by our local staff and is 3 weeks long during July. Hill Country Bible Church will lead a week of Day Camp this summer.

Spanish Institute.

The Summer Spanish Institute began in 2012 to provide intensive language training to adults and college students. Students can choose from 1-4 week classes and live with a local family. In 2012, we had 3 participants and in 2013 we are expecting 5 students. We are reaching out to local nonprofits to encourage their North American staff to attend our Institute for 4 weeks of language school when they arrive in country. Our goal is to have 20 students during 2013-14.

Financial Report.

Our summer programming is intended to bring in revenue for our overall operations as a school. **In 2012, Camp Discovery generated \$9300**, with \$4800 going towards Development and \$4500 going towards the school. Day Camp generated \$400.

Camp Discovery was started to expand the influence of Doulos beyond the school campus. This overnight, English-speaking, adventure outreach camp is geared towards introducing teens to Christ from outside of Jarabacoa.
